

# ***Cultural Competency***

<b>KNOWLEDGE</b>	<b>SKILLS</b>	<b>ATTITUDE</b>
<ol style="list-style-type: none"><li>1. Understands their own cultural heritage and acknowledges how it affects their values and assumptions.</li><li>2. Understands other worldviews and perspectives.</li><li>3. Understands how social change occurs.</li><li>4. Is familiar with the nature of institutional oppression and power.</li><li>5. Understands that there are unjust institutional barriers that exist for diverse groups.</li><li>6. Understands with-in group differences and the existence of multiple identities.</li><li>7. Demonstrates a realization and understanding of internalized oppression and its impact on identity and self-esteem.</li><li>8. Understands how class, gender, race, etc. affect individuals and their experiences.</li><li>9. Understands the ways that cultural differences affect verbal and non-verbal communication and the notion of personal space.</li></ol>	<ol style="list-style-type: none"><li>1. Identify and openly discuss cultural differences and issues.</li><li>2. Gain respect of individuals who are culturally different from themselves.</li><li>3. Challenge oppressive systems and serve as an ally to those being oppressed.</li><li>4. Use cultural knowledge and sensitivity to defend the rights and values of individuals and groups.</li><li>5. Accurately assess one's own multicultural skills, comfort level, growth, and development.</li><li>6. Use verbal and non-verbal (body language) responses to communicate with diverse individuals and/or groups.</li><li>7. Resolve conflicts in culturally appropriate manner.</li><li>8. Use multiple viewpoints in problem solving.</li><li>9. Employ critical thinking skills.</li></ol>	<ol style="list-style-type: none"><li>1. Believes that differences are valuable and that learning about others who are culturally different is necessary and rewarding.</li><li>2. Is open to change, and believes that change is necessary and positive.</li><li>3. Willing to self-examine and, when necessary, challenge and change their own values, worldview, assumptions, and biases.</li><li>4. Is personally committed to justice, social change, and combating oppression.</li><li>5. Accepts other worldviews and perspectives and are willing to acknowledge that, as individuals, they do not have all the answers.</li><li>6. Believes that cultural differences do not have to interfere with effective communication or meaningful relationships.</li></ol>